

8. Provide rationale for number of supergrades proposed, including reasons for continued level of supergrades in light of reduction of over employees since 1969.

The number of supergrade positions proposed for 1978 is the same as that currently approved for 1977. While it is true that there has been a reduction in the Agency's total position ceiling in recent years, requirements for senior management and staff officers have not been correspondingly reduced. The Agency's supergrade needs, as with other Federal agencies, are more a function of scope and level of responsibility combined with organizational factors than of total Agency strength.

The Agency provided to OMB in November 1974 a paper entitled, AGENCY SUPERGRADE POSITIONS 1000-74, dated 21 October 1974) in which the need for the Agency's supergrade ceiling was discussed and justified. A copy of this paper is attached. The basis for our supergrade positions in terms of the need for senior officers has not changed significantly since that paper was prepared, and the general discussion therein is still valid and fully supportive of our supergrade ceiling.

The importance and complexity of many of the Agency's activities have increased in recent years, particularly in the area of substantive intelligence production, advanced technology, and sophisticated collection systems. Our requirements for supergrade-level officers in these areas are essentially unrelated to the reduction in overall size of the Agency. And since our supergrade ceiling is fixed, expanded and new efforts in priority areas require continuing attention to the allocation of supergrade ceiling positions to meet our needs on a current basis.

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Exclusive of the Intelligence Community Staff (ICS), both the current and proposed supergrade ceiling are [] positions. This ceiling represents a de facto reduction over the period under discussion (i.e., 1969 to date) since a major portion of the supergrade positions dedicated to Community activities were allocated at the expense of Agency activities. Of the [] ICS supergrade positions, [] were approved by the DCI in 1972 with OMB concurrence as an increase to our supergrade ceiling-- the remaining [] along with still other supergrade positions allocated to intelligence production support of the DCI's Community responsibilities (e.g., the NIO's), were provided through internal organizational adjustments and by shifting supergrade authorizations from activities of lesser priority. The ICS supergrade ceiling, which was recently increased by the DCI with OMB concurrence from [] henceforth will be separate from the similar Agency ceiling. STATINTL

As noted above, there has in fact been a modest reduction in the overall Agency supergrade ceiling in recent years. Notwithstanding the loss of supergrade ceiling through shifts of Agency supergrade positions to support Community activities and the need for an increase in senior staff officers to ensure maximum responsiveness to recommendations made by the Commission on CIA Activities Within the United States (the Rockefeller Commission) and those made by two Congressional investigations, the Agency has not sought an increase in its supergrade ceiling. These requirements to date have been met through a constant review of supergrade position requirements and the shift of ceiling to meet needs on a current basis.

Further exacerbating the impact of the foregoing on overall supergrade requirements, has been a recently completed comprehensive review of all previously classified positions at the supergrade level as well as a number of proposals for additional supergrade-level positions. The results of this review indicate that there are some ☐ additional positions which warrant classification at the supergrade level. The classification standards and criteria employed in this review are the same as those used by the Civil Service Commission with the level and scope of substantive responsibilities being the predominate factors in the classification evaluation and adjudication process. The attrition in our senior staff (which in the past has resulted in a supergrade vacancy rate of about ☐, the manner in which our supergrade staff is managed, and the continuing review and reallocation of supergrade ceiling positions should enable us to accommodate most of the additional ☐ positions warranting supergrade classification within the Agency's current ceiling. Therefore, the Agency has no immediate plans to consider increasing its currently approved supergrade ceiling.

In summary, despite reductions in overall Agency strength levels since 1969, requirements for supergrade-level positions have not changed correspondingly and in fact have increased, but without the benefit of a concomitant ceiling increase. It is our belief that the Agency's present supergrade ceiling of ☐ is fully justified.